

- e) associating at least one candidate screening question with said position advertisement;
- f) associating a search periodicity with said position advertisement;
- g) upon expiration of a period substantially equal to said search periodicity, searching at least one computer searchable candidate database for a candidate resume including said keyword;
- h) scoring a candidate resume identified by said search as a function of said keyword;
- i) influencing said scoring of said candidate resume as a function of said significance of said keyword;
- j) upon identification of a candidate resume by said search, automatically requesting a response to said candidate screening question from a candidate resume identified by said search;
- j) scoring a response by said candidate to said candidate screening question.;
- k) assigning a significance to said response;
- l) influencing said scoring of said response as a function of said significance of said response; and
- m) presenting an identity of a candidate associated with said candidate resume identified by said search to a computer user on a basis of said candidate resume score and said candidate screening question response score.

2. (PREVIOUSLY AMENDED) The method of claim 1 wherein the step of scoring a candidate resume identified by said search as a function of a keyword comprises the steps of:

- a) identifying a number of occurrences of said keyword in said candidate resume identified by said search; and
- b) comparing said number of occurrences to a threshold number of occurrences.

3. (CANCELLED)

4. (CANCELLED)

5. (CANCELLED)

6. The method of claim 1 further comprising the steps of:

- a) associating an identity of a computer searchable candidate database with said position advertisement; and
- b) searching said candidate database associated with said position advertisement upon expiration of a period substantially equal to said search periodicity.

7. The method of claim 1 wherein the step of searching at least one computer searchable candidate database comprises the steps of:

- a) storing an identity of a searchable, computer network accessible, candidate database;
- b) upon expiration of a period substantially equaling said search periodicity; accessing said computer network accessible candidate database with a computer;
- c) analyzing a text of a candidate resume stored in said computer network accessible candidate database;
- d) scoring an occurrence of said keyword in said text of said candidate resume; and
- e) as a function of said scoring, copying said candidate resume to another candidate database.

8. The method of claim 1 wherein the step of creating a position advertisement comprises the steps of:

- a) accessing a position advertisement template, said template comprising of at least one candidate qualification entry; and
- b) including in a candidate qualification entry of said template no more than one candidate qualification.

9. The method of claim 8 further comprising the step of identifying at least one keyword associated with a candidate qualification entry.

10. (CANCELLED)

11. (AMENDED) A method of employment recruiting comprising the steps of:

- a) creating a position advertisement, including a datum particularizing a position of employment;
- b) associating a keyword with said position advertisement;
- c) storing said position advertisement and said keyword in a computer searchable database;
- d) assigning a significance to said keyword;
- e) associating a search periodicity parameter in a computer searchable database;
- f) in response to expiration of a period substantially equal to said search parameter, initiating a computer search of at least one computer searchable candidate database for a candidate resume including said keyword;
- g) scoring a candidate resume identified by said search as a function of said included keyword;
- h) influencing said score of said candidate resume as a function of significance of said keyword;
- i) including an identification of a candidate associated with said candidate resume in a result reportable to a computer user if said keyword score of said candidate resume at least equals a threshold keyword score;
- j) in response to a determination that said keyword score at least equals said threshold keyword score, automatically contacting said candidate and requesting a response to at least one screening question associated with said position advertisement;
- k) scoring a response of said candidate to said screening question; and reporting said screening question response score in a search result presented to said computer user.

12. (PREVIOUSLY AMENDED) The method of claim 11 further comprising the steps of:

- a) requesting said candidate approve contact with an employment reference;
- b) upon receipt of said approval, automatically requesting a response of said employment reference to at least one reference query; and

- c) reporting said response to said reference query in a search result presented to said computer user.

13. (CANCELLED)

14. (PREVIOUSLY AMENDED) The method of claim 11 further comprising the step of automatically repeating said search in response to expiration of a period substantially equal to said search periodicity parameter associated with said position advertisement.

15. (CANCELLED)

16. (CANCELLED)

17. (CANCELLED)

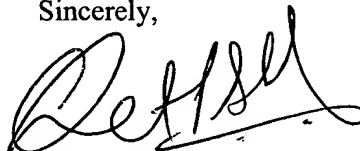
18. (CANCELLED)

19. (CANCELLED)

20. (CANCELLED)

The applicants believe that the claims of this application are now in condition for allowance and the Examiner is respectfully requested to allow claims 1, 2, 6, 7, 8, 9, 11, 12, 14 to issue. If the examiner disagrees or believes that for any reason direct contact with the applicants would advance the prosecution of this application, the Examiner is invited to telephone the undersigned at the number above.

Sincerely,

A handwritten signature in black ink, appearing to read 'Chetan Shah', with a horizontal line underneath.

Chetan Shah  
First Inventor, and  
On behalf of Assignee Northwest Software, Inc.